

*Personnel Policies*

MEMORANDUM FOR: Deputy Director for Administration

SUBJECT : Personnel Policies

1. In the short time I have been Director, I have become most impressed with the quality of our people and their dedication to their duties. I am also impressed that despite the buffeting which the Agency has taken in the public media in recent years, their attitude is high and they are ready to go forward. I believe that our focus must be on ahead, not behind, while we must ever keep a watchful eye to the rear that old problems do not recur. I am anxious that we devote our attention primarily to the future.

2. As part of this emphasis, I would like to insure that as many of our employees as possible be ones with a career in the future rather than one in the past. We have a number of extremely fine retired Agency personnel serving with us today. Their willingness to continue their dedicated work for our Government is appreciated but I would like to make room for more new and young career intellects to come in and build for our future. I therefore request that by the end of the month you terminate the voluntary or paid full-time or part-time employment of personnel who are in a retired status from the Central Intelligence Agency.

3. I recognize that this loss of very capable talent may affect a short-term reduction in our effectiveness and efficiency, but I am willing to accept this in the name of building toward the long term.

STANSFIELD TURNER  
Admiral, U.S. Navy  
Director of Central Intelligence